

AGREEMENT

AGREEMENT, dated the first day of January 1980, by and between the City of Absecon, a Municipal Corporation of the State of New Jersey, hereinafter referred to as the "City" and the New Jersey Policeman's Benevolent Association, Inc., through its designated affiliate, Lainland Local Number Seventy-Seven hereinafter referred to as PBA #77.

ARTICLE 1- PURPOSE

This Agreement is entered into pursuant to the provisions of Chapter 303, Laws of 1968, (N.J. Rev. Statute 34:13A-5, et seq.) of the State of New Jersey to promote and insure harmonious relations; cooperation and understanding between the City and its employees, to provide for the resolution of legitimate grievances; to prescribe the rights and duties of the City and its employees, all in order that the public service shall be expedited and effectuated in the best interests of the citizens of the City of Absecon, New Jersey.

ARTICLE 2- EMPLOYEE REPRESENTATIVE

2-1 Majority Representative: The City recognizes the Majority Representative of PBA #77 as the exclusive negotiating agent for all regularly appointed, full time police officers within the City of Absecon Police Department, excluding the Chief of Police hereinafter referred to as the "Employees". The City and Employees agree that the Majority Representative of PBA #77 has the right to negotiate as to rates of pay, hours of work, fringe benefits, working conditions, safety or equipment, procedures for adjustments of disputes and grievances and all other related matters.

The Majority Representative shall be appointed according to the procedure set forth in N.J. Revised Statutes 54: 13A-5, i et. seq. and shall have all the rights and privileges thereto.

2-2 Stewards : No more than one representative of PIA #77 shall be permitted time off to attend negotiating sessions and meetings of the PIA #77. A seventy-two hour notice must be given to the Shift Commander prior to time off being granted, also, when time off is granted it shall be without pay, unless, the meeting is joint between the PIA #77 and the City of Absecon and then time off shall be granted without loss of pay.

ARTICLE 3- GRIEVANCE PROCEDURE

3-1 Definition: A grievance is any dispute between the parties concerning the application or interpretation of this Agreement or any Complaint by an Employee as to any action or non-action which violates any right arising from his or their employment.

No more than two Absecon City Employees, that are representatives of the PIA #77, shall be given time off with pay from their regular duties to attend grievance discussions between the PIA #77 and the City of Absecon. All grievances by an employee, and responses there to be by the City shall be in writing within ten (10) working days of its occurrence or the knowledge of its occurrence, and then submitted to the Steward for processing . The processing of grievances shall take place without discrimination and irrespective of membership or affiliation of PIA #77.

3-2 Procedure:

Step #1- The Steward shall try to resolve the grievance in an informal manner through the chain of command. He shall start grievance as high up in the chain of command as he deems necessary to resolve the grievance.

This step should take no longer than five (5) working days.

Step #2- If the grievance is not satisfactorily adjusted under the provisions of Step #1 above, it shall be submitted in writing to PBA #77, who shall accept or reject said grievance within ten (10) working days of receipt.

Step #3- If PBA #77 accepts said grievance it should submit the grievance to the Chief of Police. The Chief of Police must recommend a decision in writing within five (5) days of receipt of the grievance to the PBA #77

Step #4- If the grievance is not satisfactorily adjusted under the provisions of Steps #2 and Steps #3 above, the PBA #77 may appeal the grievance by written notice, which notice shall set forth the Union's position with respect to such grievance, to the Mayor of the City of Absecon within five (5) days after discussions have been concluded after Step #3 above. If the grievance is not settled satisfactorily at this step the Mayor shall submit to the PBA #77 in writing a final statement of his position. The case shall then be considered closed unless either party within fifteen (15) days after the conclusions of discussions at this step initiates impartial binding arbitration proceedings as set forth in Step #5 below.

Step #5- Any party initiating arbitration proceedings shall notify the Public Employment Relations Commission that they are entering into Arbitration proceedings and that a list of arbitrators be supplied as requested. If the City and the PBA #77 cannot agree to a satisfactory arbitrator within ten (10) days after receipt of the list, the Commission shall be requested to select an arbitrator. The arbitrator shall hear the matter on the evidence and within meaning of the Agreement, he shall render an award in writing within ten (10) days after the conclusion of the hearing and his decision shall be final and binding on all parties.

Each of the parties hereto shall bear the compensation and expenses of the members appointed by it on its behalf. The compensation and expenses of the Arbitrator and any other expenses of the Board of Arbitration shall be borne equally by the PIA #77 and the City of Absecon.

3-5 Extensions and Modifications: Time extensions involving the Grievance Procedure may be mutually agreed to by the City and the committee.

ARTICLE 4 - NON-DISCRIMINATION

The City and Employees both recognize that there shall be no discrimination by reason of sex, creed, racial origin, with respect to employment, or opportunities for improvement of jobs, or as a condition of employment. The City further agrees that it will not interfere with nor discriminate against an employee because of members' in, or legitimate activities on behalf of PIA #77, nor will the City encourage membership in any other membership or union to do anything to interfere with the representation by the Majority Representative of PIA #77 as the exclusive bargaining agent of employees.

ARTICLE 5 - BULLETIN BOARD, POLICE DEPARTMENT

The City shall permit the use of bulletin boards, located in the Police Department Headquarters, by PIA #77 for the posting of notices concerning PIA business and activities.

The City agrees, in accordance with the State Statutes upon receipt of signed authorization cards from the employees, to deduct from the employees wages the amount of annual dues as prescribed by PIA #77, in equal installments by-weekly and to forward said amount to the Treasurer of PIA #77 on the first of each month.

This provision is open to adjustments with the City Treasurer as to policy, or procedure.

ARTICLE 6 - MANAGEMENT RIGHTS

It is the right of the City to determine the standards of service to be offered by its employees; determine the standards of selection for employment; direct its employees; take disciplinary action; maintain the efficiency of it's operations, determine the methods, means and personnel by which its operations are to be conducted; determine content of job classifications, schedule hours; take necessary actions to carry out its mission to emergencies; exercise complete control and discretion over its organization and the technology of performing its work. Nothing in this article shall alter or relieve the City of any of its obligations undertaken by this Agreement.

ARTICLE 7 - POLICEMAN'S RIGHTS

7-1 PBA Affiliation: Pursuant to Chapter 303, Public Laws of 1968, the City agrees that every Policeman shall have the right freely, to organize, join and support the PBA and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a body exercising governmental power under the Laws of the State of New Jersey, the City undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any policeman in the employment of any rights conferred by Chapter 303, or other Laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate any policeman with respect to hours, wages, or any other term or condition of employment by reason of his membership in the PBA or its affiliates, or his participation in any of these activities, collective negotiations with the City, or his institution of any grievance complaint or proceeding under this Agreement with respect to any terms or conditions of employment.

7-2 Other Employment: Members shall be entitled to engage in any lawful activity and obtain any lawful work while off duty, providing same does not conflict with his responsibilities as a Police Officer.

7-3 Reports or Charges Against Employee: Employees shall be made aware of reports or charges against them, they shall not be compelled to make any verbal or written statement concerning the charges and they shall have the right to consult an attorney and/or the PMA at no expense to the City of Absecon. In addition employees shall not be suspended nor suffer loss of benefits until after a departmental hearing, unless, however, the superior officer in charge considers the suspension of the employee an immediate necessity for the safety of the public or the welfare of the department. In cases when the employee is suspended prior to a departmental hearing the superior officer shall within twenty-four (24) hours submit a written report explaining such action to the Chief of Police and Mayor of the City of Absecon. A copy of the report shall be made available to the employee or employees involved upon request.

7-4 Defense of an Officer: When the defense of an officer is required due to circumstance arising out of the responsibilities as an employee, other than disciplinary actions initiated by the City of Absecon, the necessary defense shall be provided as specified in Title 40A:15-177 of the New Jersey State Statutes. In addition the City shall provide a list of at least five (5) attorneys and the employee or group of employees shall be given the opportunity to select one (1) attorney for their defense.

ARTICLE 8 - HOLIDAYS

All employees covered by this Agreement shall receive eleven (11) paid holidays per year as follows:

New Years Day

Washington's Birthday

Good Friday

Memorial Day

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Friday after Thanksgiving

Christmas

Personal Holiday

Time off for holidays must be submitted to the sergeant of the shift for approval forty-eight (48) hours in advance of the day or days requested.

If for some reason the request is not submitted forty-eight (48) hours in advance the sergeant may, at his discretion, grant the request. Employees may receive payment for holidays not taken during the calendar year because of Department responsibilities. Payment shall be computed at the daily rate of pay applicable at the time the holiday was earned and paid prior to the end of March 31 of the following year. Time off for holidays shall not be rescheduled because of sickness unless a superior is notified prior to midnight of when the time off is to begin.

Time off for holidays may be approved in advance of when they are earned, however, if because of leave of absence, suspension, termination of employment of any other reason it is known that the time off that has been taken will not be earned in the calendar year, reimbursement to the City of Absecon must be made. Reimbursement will be computed at the daily rate the employee was paid during the time off.

If by June of the following year all efforts to grant requested time off for the holidays earned the previous years have been exhausted, payment shall be made for unused holidays. In addition, every effort by the sergeant must be made to satisfy the department's needs in cases of emergency prior to calling the employee back to work from holiday time off.

ARTICLE 9. VACATION

9-1 Eligibility: Employees shall be eligible for fifteen (15) vacation days during the first year of service. However, vacation time may not be taken until nine (9) months of service has been completed.

Employees shall be eligible for eighteen (18) vacation days the calendar year in which five (5) years of service will be completed.

Employees shall be eligible for twenty-one (21) vacation days the calendar year in which ten (10) years of service will be completed.

Employees shall be eligible for twenty-four (24) vacation days the calendar year in which fifteen (15) years of service will be completed. For the purpose of this Agreement, vacation days are defined as days given off with pay that are normally scheduled to be worked.

9-2 Approval: The Chief of Police shall determine when there is a conflict of vacation giving priority to those employees with seniority. In addition every effort by the Chief of Police must be made to satisfy the needs of the Department in cases of emergency prior to calling the employee back to work from vacation time off.

Vacation requests must be submitted to the Chief of Police for approval may be taken at anytime during the year provided the Chief of Police has given prior approval.

10-1 Sick Leave: Sick leave is defined to mean absence from employment because of accident, illness, or restricted from duty by a licensed physician. A certificate from the attending physician is required as proof of illness after three (3) consecutive days sick leave.

Employees shall be permitted sick leave to attend to a sick member of their immediate family. However, the sick leave shall not be permitted to extend into the next tour of the scheduled shift.

10-2 Accumulation: Employees covered by this Agreement shall be granted sick leave as defined above, with pay, for not less than one (1) working day for each month of service during the initial year of employment and shall receive twelve (12) working days sick leave for each calendar year thereafter. If an employee requires more or only a portion of allowable sick leave for any calendar year the unused amount of sick leave shall accumulate from year to year and each employee shall be entitled to their accumulated sick leave with pay if and when required.

In cases of severe hardship as determined by the Chief of Police, and with the approval of the Mayor, earned sick leave may be granted.

The City shall not require any of its employees covered by this Agreement, who may be disabled as a result of employment with the City, to utilize accumulated sick leave.

10-3 PAY UPON TERMINATION: Upon an employee's retirement, death, or honorable termination of employment after 10 years of service, said employee shall be compensated for accumulated sick leave computed on the daily rate of pay for the year immediately preceding said termination and shall receive a full days pay for each day of accumulated sick leave. Any employee is separated from service for cause arising from any disciplinary action shall not be entitled to compensation for accumulated sick leave. It is further agreed that an employee after completing 19 years of service may use accumulated sick leave for purposes of early retirement.

10-4 **Funeral Leave:** Employees covered by this Agreement shall be entitled to a special leave of absence with pay up to a maximum of three (3) working days in case of death within the immediate family.

The term "Immediate Family" shall include only father, mother, step-parent, father/mother-in-law, grandparents, sister, brother, spouse, child or foster child of an employee and relatives residing in his household.

The Chief of Police shall be notified by the employee of the need for leave as soon as it is practical. Additional leave, if required because of extenuating circumstances, may be granted with pay by the Chief of Police with the approval of the Mayor.

10-5 **Injury Leave:** Injury leave shall be granted with full pay to "employees" temporarily disabled through injury or illness as a result of and in the course of their respective employment. Said injury leave for temporary disability shall be governed by the Statutes of the State of New Jersey and particularly the workmen's compensation Statutes under Chapter 15 of Title 34 of the Revised Statutes. Said injury leave shall extend for the time period as set forth in said Statutes.

Any amount of salary or wages paid or payable to "employees" because of leave granted pursuant to Article 10-4 above shall be reduced by the amount of workmen's compensation award under Chapter 15 of Title 34 of the Revised Statutes made for disability because of the same injury or illness requiring such leave. It is the intention of the "City" to supplement any temporary disability payments made under workmen's compensation to "employees" so that said "employee" receives his full salary or wage. Upon the cessation of payment of temporary disability of the carrier to the "employee" the "City" supplemental payments will also cease that the "employee" will be expected to return to work.

10-6 **PA Leave for Meetings:** The obligated delegates of PA '77 that are employed by the City, or their representatives, shall be granted time off with pay for all regularly scheduled meetings of the PA '77 when such meetings take

place at a time when the employees involved are scheduled to work. No more than one (1) employee at a time will be given time off, and a request for the time off must be submitted seventy-two (72) hours in advance. In cases of emergency the Chief of Police may deny the request the time off. Cases of emergency shall be determined by the Chief of Police.

10-7 Extended Leaves of Absence: leaves of absence without pay may be granted for a period of up to but not exceeding six (6) months. However, there shall not be more than one employee on an extended leave of absence at the same time.

10-8 Training and Educational leave: for the purpose of improving professional qualifications each employee covered by this Agreement shall receive specialized or advanced law enforcement related training.

Dates and titles of advanced training courses shall be posted as they become available.

Employees shall be selected for advanced training courses as they are requested, giving preference to the most senior employee. However, the course selected by an employee must be one that is related to the area of work the employee is assigned. Employees shall be limited to no more than one training course assignment a calendar year unless otherwise approved by the Chief of Police and/or the Mayor.

POLICE DEPARTMENT

11- Salaries:

Lieutenant.....	11,000.00 per month
Sergeant.....	10,500.00 per year
Captain beginning 1st year.....	11,500.00 per year
Captain beginning 2nd year.....	12,000.00 per year
Captain beginning 3rd year.....	12,500.00 per year
Captain beginning 4th year.....	13,000.00 per year
Starting patrolman.....	10,000.00 per year

* C.P.A. employees are not covered by Article 11-1 until they are no longer covered by Article 11 and are set on the "list".

11-2 Previous service: Credit of up to one month's previous service as a police officer shall be given to new hires that have successfully completed the required courses established in an accredited police academy. Documentation of previous service will be determined by the Chief of Police or Deputy Chief.

11-3 Work week: For the purpose of this contract the "work week" shall be defined as 6 consecutive days from Sunday to Saturday.

* Employees covered by Article 11-3 work week shall be given one (1) comp. day a month off. This does not include holidays during the month earned and cannot be accumulated from month to month, unless the employee cannot take the day due to scheduling matters.

Time off for comp. days shall be submitted to the Sergeant of the shift for approval. Forty-eight (48) hours in advance. If not submitted forty-eight (48) hours in advance, the Sergeant may at his discretion, grant the request. Non-com. days may be added to other days off.

11-4 / overtime:

For the purpose of this Agreement overtime shall be defined as all hours worked in excess of the 8 or 9 hour scheduled tour and all hours worked in excess of the 6th or 4th scheduled day of the work week to which the employee is assigned.

a.) Overtime shall be paid at the rate of one and one-half time the regular rate of pay.

b.) Overtime payments will not be made unless approved by the Chief of Police or Deputy Chief.

c.) Overtime shall be reported in tenth's of an hour as follows:

1) less than .7 hours (10 min.): no payment.

2) .7 hours or more: payment will be made by multiplying the overtime reported by one and one-half the calculated hourly rate.

d.) The hourly rate shall be calculated by dividing the annual salary, including longevity, but excluding college allowance, by 2190 hours.

e.) Earned overtime payments shall be paid in the pay period following the pay period the overtime was earned unless otherwise requested by the employee in writing on a form provided by the City Clerk/Administrator.

f.) All employees covered by this Agreement are eligible for overtime payments.

g.) Employees scheduled to work, and work on any of the following holidays shall be paid four hours overtime.

MEMORIAL DAY, LABOR DAY, THANKSGIVING, CHRISTMAS DAY, NEW YEAR DAY, MARCH MADNESS, ELECTION DAY, JULY 4TH DAY, BIRTHDAY OF THE CITY DAY.

h.) Certain employees that are scheduled to work four (4) consecutive nine (9) hour tours separated by at least two (2) hours off, shall receive overtime payments for all hours worked in excess of nine (9) hours a day and all hours worked in excess of the fourth (4th) scheduled day of the work week.

11-5 Stand-by Time:

Any employee placed on stand-by time will be given 2 hours overtime. If this stand-by alert continues past 2 hours, then said employee will receive another 2 hours overtime at the start of each 8 hour period if the stand-by continues past the original 8 hours.

11-6 Compensatory Time Off:

Compensatory time off may be given in lieu of overtime payments at the request of the employee and with the approval of the Chief of Police or Deputy Chief, provided, however, that the compensatory time off is requested prior to the pay period the overtime payments are to be made.

11-7 Longevity:

Each employee covered by this agreement shall be paid in addition to and together with his/her annual base salary, additional compensation based upon the length of his/her service as fixed and determined according to the following schedule:

- A) Upon completing 7 years of service, 1% of annual base salary.
- B) Upon completing 10 years of service, 2% of annual base salary.
- C) Upon completing 15 years of service, 3% of annual base salary.
- D) Longevity pay shall be applied on the basis of the employee's anniversary date of employment and shall commence at the adjusted rate of pay on the payday immediately following said anniversary date.

11-8 Minimum Call-off Allowance:

Employees that are called into work while off duty, and work, shall receive a minimum allowance of three (3) hours pay.

ARTICLE 15 - ABSENCE ALLOWANCE

Any employee who shall have been appointed to act for a senior officer in the absence of such senior officer and who shall have performed the duties thereof, for a continuous period of thirty (30) days shall, thereafter, be entitled to compensation appropriate to such officer for time so held. This shall not apply for absences due to vacation or holidays.

ARTICLE 15 - COLLEGE INCENTIVE ALLOWANCE

15-1 Compensation: A college incentive allowance shall be paid to employees that have accumulated academic credits from an institution of collegiate level. The credits accumulated must be creditable towards an Associates or Bachelors Degree in Law Enforcement and shall be paid in accordance with the schedules as follows:

<u>Accumulated Credits</u>	<u>Annual Compensation</u>
15 Credits	100.00
20 Credits	200.00
25 Credits	300.00
30 Credits	400.00
100 Credits	1,200.00

Compensation shall be continued from year to year and shall be paid in eleven (11) months on the first pay day in October. New hires will not receive College Incentive Allowance for accumulated credits until the employee has completed twelve (12) months of service in the City of Absecon. Payment is to be prorated and begin with the first full month after the twelfth (12th) month service.

15-2 Tuition: The cost of tuition shall be paid by the City and the required books shall be provided for the City's Police Library or, if necessary, purchased. All books provided by the City must be signed for by the employee and returned within sixty (60) days following the end of the semester. If the books are not returned within the time specified, the City shall be reimbursed the value of those books not returned.

ARTICLE 14 - HOSPITALIZATION INSURANCE

14-1 The City agrees to continue to provide New Jersey Blue Cross and Blue Shield with Rider "D" for all employees covered by this Agreement, at the City's expense. The City agrees to continue to provide Major Medical Insurance at the City's expense.

14-2 The City agrees to pay a premium not to exceed nineteen dollars (.19.00) per month for single employees and twenty-three (.23.00) dollars per month for married employees to a group insurance plan selected by PIA #77.

ARTICLE 15 - CLOTHING ALLOWANCE

15-1 Uniform Maintenance: Each employee covered by this Agreement shall be paid an allowance for the cleaning and maintenance of his clothing and uniforms in the sum of \$300.00 annually. Said allowance shall be paid on the first payday in December. For employees with less than twelve (12) months of continuous service the \$30.00 shall be pro-rated to the number of full months of service completed the time payment is made. It is understood that this allowance is not intended to be used to purchase or replace clothing or uniforms.

15-2 Uniform Purchasing: Only hired employees, and employees with less than twelve (12) months of service are required to purchase their own uniforms. All other uniform personnel shall receive a credit of \$300.00 annually to purchase uniforms. The City also agrees to reimburse nonuniformed personnel for clothing up to \$30.00 per year. Reimbursement will not be made until the proper receipts have been presented.

Only hired employees and employees with less than twelve (12) months of service shall be reimbursed the full price for the initial purchase of uniforms once they have completed one year of service and continuous service and

have the presented the proper receipts. At the time of purchase the receipts may be filed with the City Clerk pending the completion of twelve (12) months of service.

The City also agrees to pay the difference of uniform prices if the City makes any major changes in the present uniform.

ARTICLE 16 - COMMENDATION AND DISMISAL OF EMPLOYEES

BY THIS AGREEMENT

All practices and conditions not covered by this Agreement shall continue to be governed, controlled and interpreted by reference to the City Charter, Ordinances and rules and Regulations of the Police Department and any past or present benefits or privileges which are enjoyed by the employees covered by this Agreement, that have not been included in this contract, shall be continued.

ARTICLE 17 - INTEGRALITY

In the event that any provision of this Agreement shall be finally determined to be in violation of any applicable state law, such determination shall not impair the validity or enforceability of the remaining provisions of this Agreement.

In the event that any provision of this Agreement is contrary to an established City ordinance, the provisions of this Agreement shall apply.

ARTICLE 18 - TERMINATION

10-1 Probationary Period: Employees covered by this Agreement shall not be eligible for benefits as provided in Article 10, 10-7 and Article 17 until they have completed at least 12 months of continuous service with the Absecon Police Department.

18-2 Approving Authority: In the absence of the Mayor and/or the Chief of Police a representative shall be appointed as the approving authority.

ARTICLE 18-8

FMA '77 and the employees assure and pledge to the City that their goals and purposes are such as to condemn no strikes, work stoppages, sickouts, slowdowns, or any other method which would interfere with police service to the City and its citizens, or violate the laws of the State of New Jersey or the Constitution of the United States. FMA '77 and employees will not support any member of this organization acting contrary to this provision.

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1. The City agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Association. Such deductions shall be made in compliance with Chapter 127, Title 14 of 1971, M.L.S.A. (A.S.) 70:10-15.00, as amended.
2. Deduction shall commence for each employee who signs a properly dated Authorization card, supplied by the Association and verified by the City Treasurer during the month following the filing of such card with the City.
3. During the life of this Agreement there shall be no change in the rate of deduction unless the Association shall furnish the City written notice thirty (30) days prior to the effective date of such change and shall furnish to the City either new authorizations from its members showing the authorized deduction for each employee, or an official notification on the letterhead of the Association and signed by the president of the Association advising of such changed deduction.
4. The Association will provide the necessary "check-off authorization" form and the Association will secure the signatures of its members on the form and deliver the signed forms to the City Clerk.
5. Any such written authorization may be withdrawn at any time by the filing of notice of such withdrawal with the City Clerk. The filing of notice of such withdrawal shall be effective to stop deductions in accordance with ~~July 1, 1971~~ 70:10-15.00 as amended.
6. The City agrees to deduct the fair share fee from the salaries of those employees who elect not to become members of the Association and transmit the fee to the Mayority responsible.
7. The deduction shall commence for each employee who elects not to become a member of the Association during the month following written notice from the Association of the amount of the "fair share" assessment. A copy of

the written notice of the amount of the fair share assessment must also be furnished to the New Jersey Public Employment Relations Commission.

2. The fair share fee for services rendered by the Association shall be in an amount equal to the regular membership dues, initiation fees and assessments on the Association, plus the cost of benefits financed through the dues and available only to members of the Association, but in no event shall the fee exceed eighty-five (85%) percent of the regular membership dues, fees, and assessments.

3. The sum representing the fair share fee shall not reflect the costs of financial support of political causes or candidates, except to the extent that it is necessary for the Association to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration, and to secure for the employees it represents advances in wages, hours and other conditions of employment which ordinarily cannot be secured through collective negotiations with the City.

4. Prior to January 1st and July 1st of each year, the Association shall provide advance written notice to the New Jersey Public Employment Relations Commission, the City and to all employees within the unit, the information necessary to compute the fair share fee for services enumerated above.

5. The Association shall establish and maintain a procedure whereby any employee can challenge the assessment as computed by the Association. This appeal procedure shall in no way involve the City or require the City to take any action other than to hold the fee in escrow pending resolution of the appeal.

6. The Association shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or in connection with actions taken by the City in reliance upon the joint understandings of the leadership of the Association

and signed by the president of the Association, certifying same to the deduction.

3. Membership in the Association is separate, apart and distinct from the association of one of the parties' members to the extent that he has received equal benefits. The Association is restricted under this Agreement to represent all of the employees in the bargaining unit "fairly and equally, without regard to Association membership." No form of this language have been made for all employees in the bargaining unit, and not only for members in the Association and this Agreement has been executed in the City after it had satisfied itself that the Association is a true majority representative.

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This Agreement shall be in full force and effect from January 1, 1931 until midnight, December 31, 1939.

The parties agree that Article 11, Intellectual property, Section 1 and Article 12, Intellectual property, Clause 2, shall be incorporated in or added to each of the 1931 and 1939 contracts in accordance with the applicable provisions of the 1939 contract alone. The parties also agree that conditions shall begin on or about January 1, 1939, and a successor term or term that the present agreement shall remain in force and effect until a successor agreement is entered.

IN WITNESS WHEREOF, the undersigned have affixed their signatures on the

24th day of February, 1931.

Wendell Willkie
Chairman

Charles R. Crispin
Chairman

ATLANTA, Georgia
February 24, 1931

Vince DeCarlo
Majority Representative U.S.

Feb 24 1931

John P. Murphy
Notary Public of New Jersey
FEB 24 1931
NOTARY PUBLIC IN NEW JERSEY
By certified express mail 10c 1932

John P. Murphy
Executive State Senator U.S.
Date Feb 24 1931